

### Request for City Council Committee Action from the Department of Human Resources

**Date: January 30, 2013** 

To: Council Member Betsy Hodges

**Chair, Ways & Means Committee** 

**Subject:** Public Works Engineers Unit, Minneapolis Public Works Engineers

**Association** 

**Recommendation: Ratification of Tentative Agreement** 

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the Public Works Engineers Unit represented by the Minneapolis Public Works Engineers Association; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

#### **Department Information**

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Prepared by:	epared by: Timothy Giles, Director Employee Services	
Approved by		
Approved by:		
	Timothy O. Giles, Interim HR	Paul Aasen, City Coordinator
	Director	
Presenters in Committee:		

**Financial Impact** (delete all lines not applicable to your request)

• Other financial impact – Collective Bargaining Agreement

#### **Supporting Information**

See Attached Executive Summary

## EXECUTIVE SUMMARY TENTATIVE AGREEMENT BETWEEN CITY OF MINNEAPOLIS AND

#### MINNEAPOLIS PUBLIC WORKS ENGINEERS ASSOCIATION

Expiration Date: December 31, 2010 Number of Employees in Unit: 43 Annual 2011 Base Payroll: \$3,889,000

**Market**: Competitive

**Recruitment**: Difficult (Supply issues nationally)

**Retention**: No issues

Performance management impediments in the CBA: None identified

**Issues/Concerns**: None Identified

#### **Tentative Agreement Components**

3-year agreement, effective January 1, 2011 through December 31, 2013

#### **ECONOMIC ISSUES**

#### January 1, 2011

- Allows regular Step Progression on employee's anniversary date
- No change to wage/salary schedules
- Longevity Progression allowed

#### January 1, 2012

- No Step Progression allowed; however, due to lateness of agreement; lack of step progression is deferred until 2013
- No change to wage/salary schedules
- Longevity Progression allowed

#### January 1, 2013

- No Step Progression allowed per 2012 agreement
- Salary schedule enhancement: "Me Too" equal to the average of any wage schedule enhancement agreements of similarly situated (meaning with Labor Agreements running from 1/1/11 through 12/31/13 and/or Labor Agreements commencing 1/1/13) City bargaining units

<u>Furlough Language</u>: Memorandum of Understanding expiring 12/31/12; continuation conditioned by: acceptance by AFSCME, MPEA, and one other unit, and a salary adjustment of at least 2%.

# EXECUTIVE SUMMARY TENTATIVE AGREEMENT BETWEEN CITY OF MINNEAPOLIS AND MINNEAPOLIS PUBLIC WORKS ENGINEERS ASSOCIATION

#### **NON-ECONOMIC ISSUES**

- Modifies "Job Bank" and "Reasonable Suspicion Letters of Agreement per coalition bargaining
- Enable "part-time employment" if FMLA is exhausted and employee is not able to return to full-time employment
- Clarifies "bumping" eligibility
- Renews "Health Care" Letter of Agreement and Amendment